

WorldatWork  
**2018 TOTAL  
 REWARDS**  
 Conference & Exhibition

# THE COMPENSATION REVOLUTION

Technology's Transformative  
 Effect on the Industry



PRESENTED BY

**Jeff Laliberte** CEO + Co-Founder, Payfactors

[jeff\\_laliberte@payfactors.com](mailto:jeff_laliberte@payfactors.com)

**WorldatWork.**



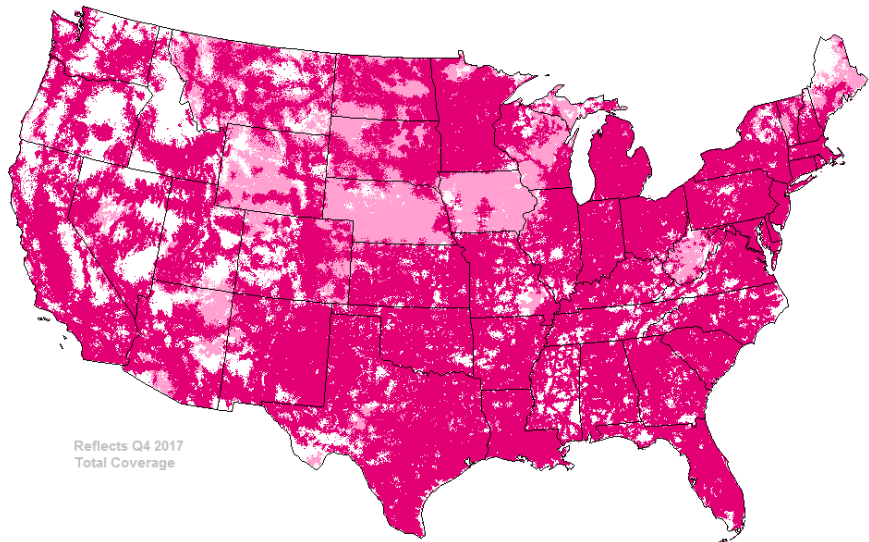
WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition



T-Mobile

WorldatWork

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition



Reflects Q4 2017  
Total Coverage

T-Mobile

WorldatWork



WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

# Data Revolution

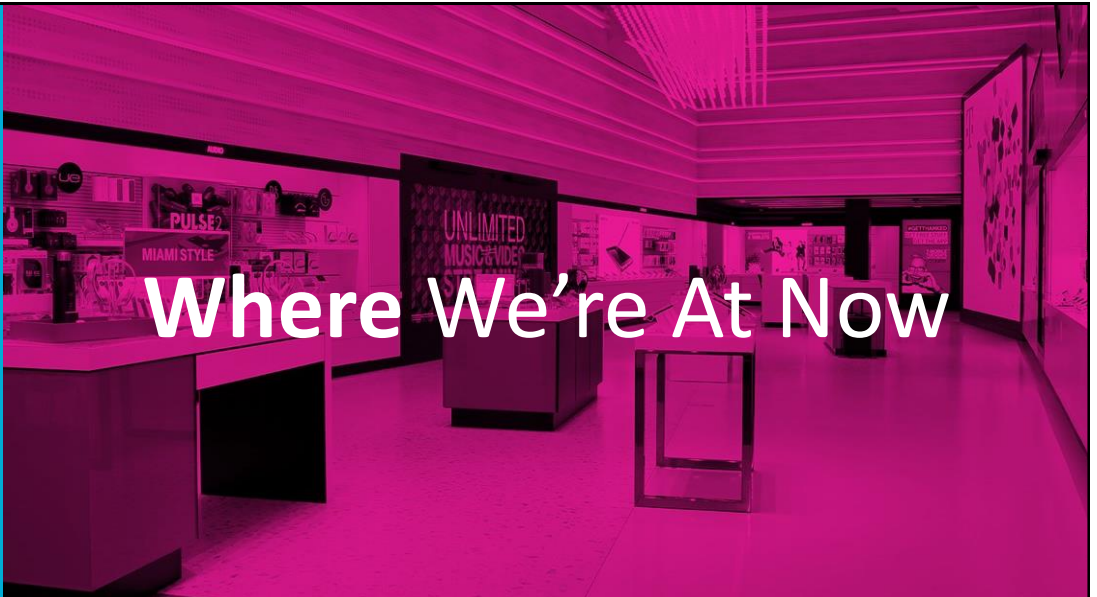


T-Mobile

WorldatWork.

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

# Where We're At Now



T-Mobile

WorldatWork.

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition



# Salary History Laws

T-Mobile

WorldatWork

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition



# Communicating to Managers

T-Mobile

WorldatWork



WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

# Communicating to Executives

T-Mobile

WorldatWork

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

# THE FUTURE

T-Mobile

WorldatWork

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Compensation has lost its way...



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

What is your purpose?

Senior Service Representative	
Senior Field Project Manager	Man.
Refinery Engineer	Headqua
EVP, Client Services & Bus Dev	Executive
VP Finance	Finance
Merchandising Specialist	Sales
Merchandising Specialist	Sales
Merchandising Specialist	Sales
Chief Executive Officer	Headquarters
Bank President & COO	Executive
Group President	Executive
Accountant I	Finance
Junior Accountant	Finance
Junior Accountant	Headquarters
Accountant Senior	Finance
Accounting Supervisor Entry Level	Finance
Accounting Manager	Finance
AP & Billing Mgr	Finance
Controller	Headquarters
VP Controller	Finance
Staff Accountant	Finance
Accounts Collection Specialist	Finance

Chicago Toronto

WorldatWork.

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

payfactors

Where's Waldo?



WorldatWork.

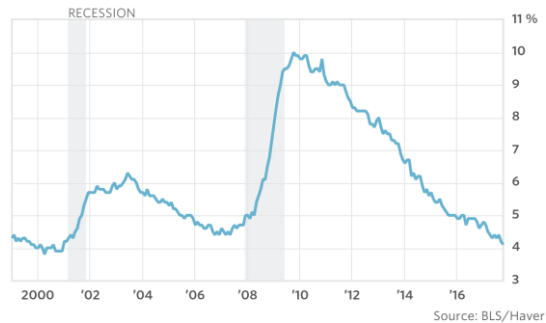
WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

payfactors

The Foreseeable Future

### Unemployment rate

Seasonally adjusted



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Waldo?



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

It's Your Job...



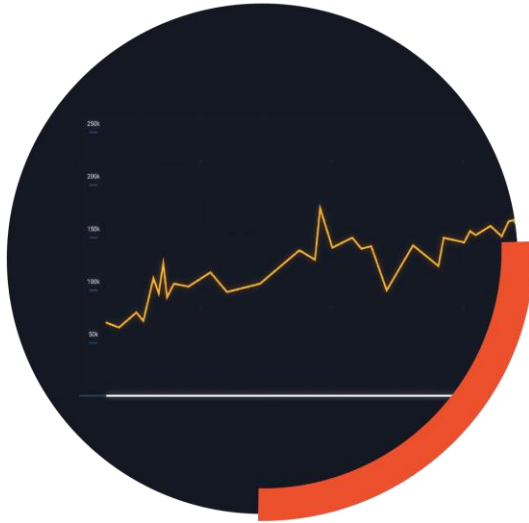
WorldatWork.



WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

The Great Ones Are in High Demand

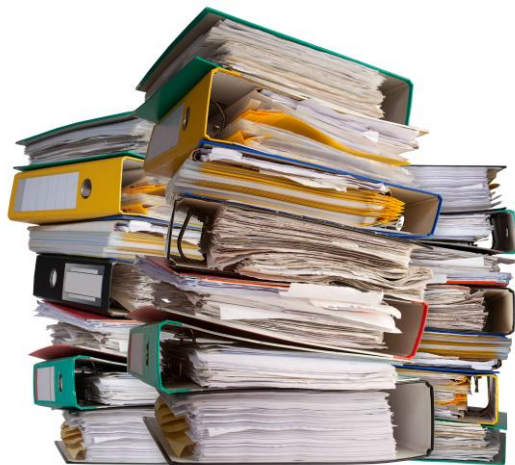


WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

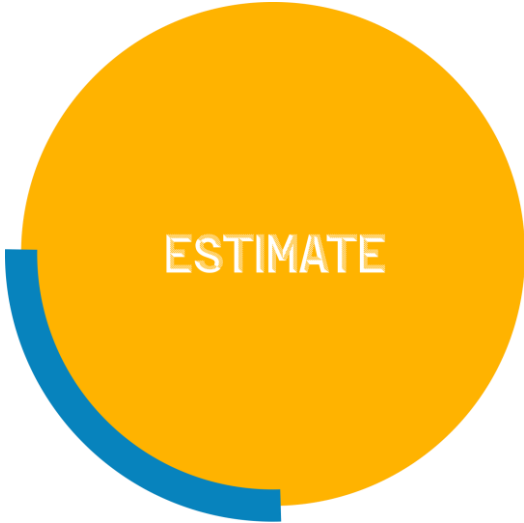
Best in Class Comp In the 80's



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition


payfactors<sup>™</sup> | Estimate



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors<sup>™</sup> | Estimate!?



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Meet 9-Year-Old Jeff



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Compensation Professionals



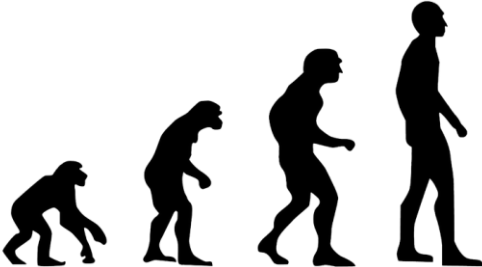
WorldatWork.



WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Progression



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Finding the Truth



WorldatWork.

WorldatWork  
**2018 TOTAL  
 REWARDS**  
 Conference & Exhibition

payfactors™

## Shifting Gears



WorldatWork.

WorldatWork  
**2018 TOTAL  
 REWARDS**  
 Conference & Exhibition

payfactors™

## The New Economy



WorldatWork.

WorldatWork  
**2018 TOTAL  
 REWARDS**  
 Conference & Exhibition

payfactors<sup>™</sup>

Travel Then vs. Now



WorldatWork.

payfactors<sup>™</sup>

WorldatWork  
**2018 TOTAL  
 REWARDS**  
 Conference & Exhibition

payfactors<sup>™</sup>

Taxi Then vs. Now



WorldatWork.

payfactors<sup>™</sup>



WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

payfactors<sup>™</sup>

Retail Then vs. Now



WorldatWork.

payfactors<sup>™</sup>

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

payfactors<sup>™</sup>

Disruptive Tech Brands

 Getaround **UBER**  LendingClub



**NETFLIX**

**lyft**



**POSTMATES**

**RENT THE RUNWAY**

NeighborGoods

 **airbnb**

 **TaskRabbit**

**upwork**<sup>™</sup>

WorldatWork.

payfactors<sup>™</sup>

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Comps Mini Monsters



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Monster 1



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors™

Monster 2



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors™

Monster 3



WorldatWork.



WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors™

Monster 4



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors™

Stop Estimating



WorldatWork.

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

payfactors<sup>7</sup>

Today's Disruptive Tech Brands

 Getaround UBER  LendingClub



NETFLIX

lyft



POSTMATES

RENT THE RUNWAY

NeighborGoods

 airbnb

 TaskRabbit

upwork<sup>TM</sup>

WorldatWork.

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

payfactors<sup>7</sup>

Today's Disruptive Tech Brands

payfactors<sup>7</sup>

 Getaround UBER  LendingClub



NETFLIX

lyft



POSTMATES

RENT THE RUNWAY

NeighborGoods

 airbnb

 TaskRabbit

upwork<sup>TM</sup>

WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Compensation, Revolutionized

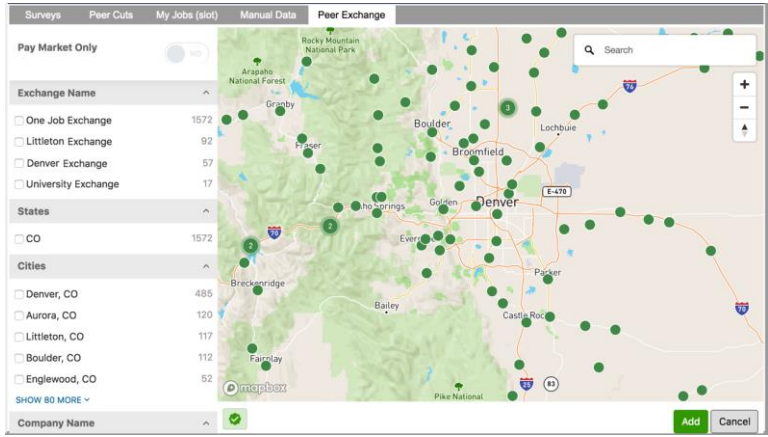


WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors

Peer



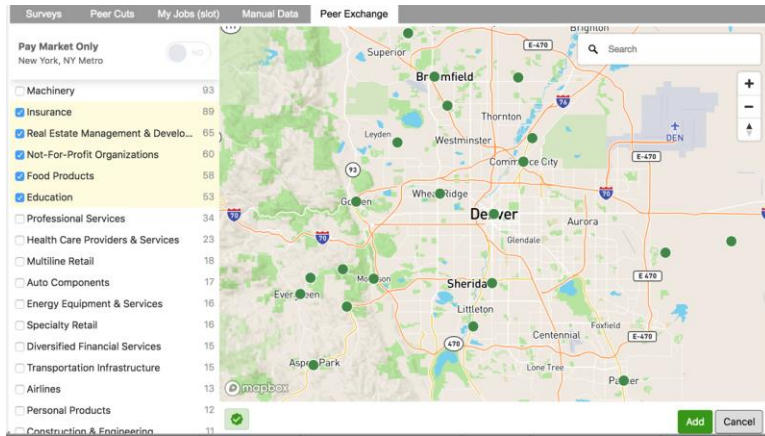
WorldatWork.



WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

payfactors

Peer

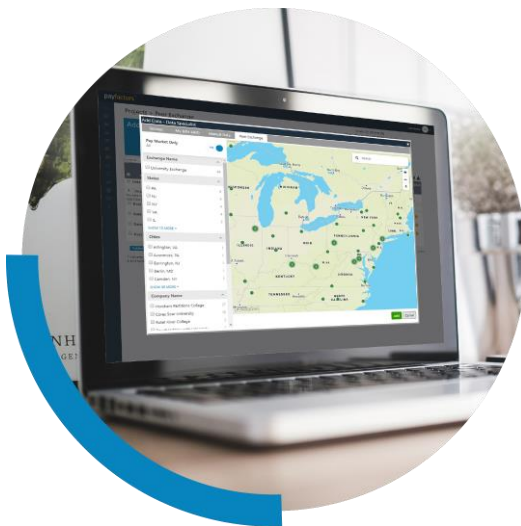


WorldatWork.

WorldatWork  
2018 TOTAL  
REWARDS  
Conference & Exhibition

payfactors

You're In Control



WorldatWork.



WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors™

Trust & Truth



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

payfactors™

Charter Group



WorldatWork.

WorldatWork  
**2018 TOTAL  
REWARDS**  
Conference & Exhibition

**payfactors**  
is compensation  
revolutionized.



PRESENTED BY

**Jeff Laliberte** CEO + Co-Founder, Payfactors

[jeff\\_laliberte@payfactors.com](mailto:jeff_laliberte@payfactors.com)

**WorldatWork.**

